

Pat Pitney, President


Butrovich Building, 2025 Yukon Drive, Suite 202
PO Box 755000, Fairbanks, AK 99775-5000
(907) 450-8009
ua.president@alaska.edu
www.alaska.edu



UNIVERSITY
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Many Traditions One Alaska

Date January 10, 2023

To Gokhan Karahan, Chair, Faculty Alliance

From Pat Pitney, President 

CC Sean Parnell, UAA Chancellor
Daniel White, UAF Chancellor
Karen Carey, UAS Chancellor
Memry Dahl, CHRO
Paul Layer, Vice President for Academics, Students and Research
Michelle Rizk, Vice President for University Relations

Re Faculty Alliance RFI re Faculty Losses

Thank you for the Faculty Alliance memo dated August 26 regarding faculty losses in AY21, AY22, and AY23.

The first table below details faculty resignations for AY21, AY22 and AY23. There were 20 faculty members affected by program elimination due to the compact during this time. Of those, 9 resigned; those resignations are included in the first table below. The second table details all other faculty departures, including retirements and the 11 faculty members affected by program elimination that did not resign.

Full-Time, Regular Faculty Resignations, AY21 - AY23¹	AY21	AY22	AY23 YTD
Tenured	12	11	4
Tenure Eligible	12	17	10
Not Eligible	22	24	8
Total	46	52	22

The table below details retirements and other departures from the university system in the same timeframe.

Full-Time, Regular Faculty Retirements and Other Non-Resignation Departures, AY21 - AY23¹	AY21	AY22	AY23 YTD
Tenured	20	19	2
Tenure Eligible	1	4	0
Not Eligible	15	17	7
Total	36	40	9

¹ Full-time employees having a non-temporary, primary faculty assignment during AY21, AY22 or AY23; status is as of October 1 the academic year they left the university system.

The table below shows faculty who were hired for the first time within the UA system during AY21, AY22 and AY23 (as of November 8, 2022.)

Full-Time, Regular Faculty Newly Hired, AY21 - AY231^{1,2}	AY21	AY22	AY23 YTD
Tenured	1	1	0
Tenure Eligible	18	15	16
Not Eligible	48	47	26
Total	67	63	42

UA HR has an optional exit survey (below) provided to all departing employees. We do not have an exit interview process systemwide, however, individual departments may conduct exit interviews. In addition, we do know that budget uncertainty has been a primary cause of departures.

Grant funding lost with departing faculty is hard to quantify as most grants are awarded to the university, not to the principal investigator. When a PI leaves, it's up to the university's discretion whether to transfer that grant with the PI to their new institution.

Costs related to turnover include advertising for the position, search committee time, travel for finalists and moving expenses, start-up funding and other one-time expenses for the new faculty member. We acknowledge that faculty loss is expensive both monetarily and in terms of morale and the institution's knowledge base.

The loss of many valuable employees due to budget uncertainties is real. My focus has been and will continue to be on financial stability and building positive forward momentum so we can retain and attract high-quality faculty and staff.

² Faculty members who were hired for the first time within the UA system during AY21, AY22, or AY23; status is as of October 1 of the year they were hired.

UA HR Exit Survey – as of November 2022

General Questions

1. Why are you leaving the University?

- Moving
- Retiring
- Accepting a new position outside of the University
- Supervisor/management conflicts
- Other

2. If you accepted a new position outside of the University, what does your new position offer that influenced your decision to leave?

Check all that apply.

- Career advancement
- Increase in salary
- Relocation
- Better benefits package
- N/A - did not accept a new position
- Other

3. Would you consider returning to work at the University of Alaska?

- Yes
- No
- Why or why not?

On the Job Questions

For the next 5 questions, please answer using the 1-5 scale provided where 1 is strongly disagree and 5 is strongly agree.

- 4. I was equipped to do my job and it was easy to get the resources and training I needed.
- 5. My position allowed for personal and professional growth.
- 6. My contributions to my department were recognized.
- 7. The members of my team worked well together.

8. My department and/or supervisor encourage work/life balance. (Examples include attend school-related activities for your children, taking vacation time and sick leave as needed, flexible work schedule, etc...)

9. Were the expectations of your position clear and realistic?

- Yes
- No
- Why or why not?

Benefits Questions

10. The UA Choice Health Plan offered three options (750, HDHP, and CDHP). Do you feel those options met your needs?

- Yes
- No
- Why or why not?

11. Do you feel the University offered retirement plans that helped you reach your retirement goals?

- Yes
- No
- Why or why not?

12. Do you feel the University provided enough resources for you to make educated decisions about your benefits?

- Yes
- No
- Why or why not?

Opinion Questions

13. In your opinion, what does the University of Alaska do well?

14. In your opinion, what areas does the University of Alaska need to improve?

15. Do you have any other comments or concerns you would like to share?